



**Pacific Forest  
and  
Watershed Lands  
Stewardship Council  
Executive Director**

**UNIQUE OPPORTUNITY**

This is a unique opportunity to serve as the first Executive Director of the Stewardship Council.



## STEWARDSHIP COUNCIL

The Pacific Forest and Watershed Lands Stewardship Council is a non-profit corporation that:

- Is responsible for preparing within three years a Land Conservation Plan (LCP) providing for the conservation of a broad range of beneficial public values, including the protection of the natural habitat of fish, wildlife and plants, the preservation of open space, outdoor recreation by the general public, sustainable forestry, agricultural uses, and historic values for 140,000 acres of Pacific Gas & Electric (PG&E) owned watershed lands and Carizzo Plains; and
- Is responsible for preparing Youth Investment Plan providing a wilderness experience for at-risk youth, and acquiring and maintaining parks and recreation programs.

The Council was created by the California Public Utilities Commission's approval of a settlement among agencies and stakeholders in the PG&E bankruptcy proceeding (Investigation 02-04-026). The Council is composed of 17 members representing a diverse range of interests and agencies. Additional information about the Council is available at [www.pge.com/about\\_us/environmental\\_enhancement\\_corp](http://www.pge.com/about_us/environmental_enhancement_corp) and at [www.cpuc.ca.gov](http://www.cpuc.ca.gov).

The Council has a budget of \$10 million a year for ten years. Of the total \$100 million, \$30 million is to be used for parks and to provide outdoor experiences for youth. The remaining \$70 million is to be spent on the Land Conservation Plan, for projects to enhance the lands and for administrative costs.

## KEY ISSUES AND PRIORITIES

The key priorities for the Executive Director include:

- **Council/Executive Director Relationship**  
The Executive Director will build a strong relationship with the Council and its Committees that is based on partnership, mutual trust, respect, and open communication. Given the challenges and opportunities facing the Council, the Executive Director will assume a key role in developing a business plan for the Council that implements goals of the settlement agreement.
- **Organization Development**  
The Executive Director will build an organization from the ground up including the hiring of staff, acquisition of office space and equipment, and the implementation of the necessary administrative systems.
- **Land Conservation Plan and Environmental Opportunity for the Urban Youth Plan**  
The Council has already initiated the process to select the initial consulting assistance for the two plans. The Executive Director will be expected to ensure the successful implementation of these efforts.



- **Relationship Building**

Key to the success of the Council is the ability of the Executive Director to build effective working relationships, not only with the Council members, but with a wide range of stakeholders.

## IDEAL CANDIDATE

The ideal candidate is a highly motivated, creative individual who will quickly and capably build the organization and possess the passion, commitment, relationship skills, and political astuteness to implement the Council's vision. Typical candidates include seasoned executives with land conservation, recreation, parks, and/or non-profit management experience. A relevant Bachelor's degree is required and Master's degree is preferred.

### **Personal and Professional Competencies**

The Council is searching for an Executive Director with the following characteristics:

- Substantial experience involving responsibilities for land conservation and use planning in multi-stakeholder processes desirably in California
- Demonstrated skills in management, communication, facilitation, and consensus-building
- Successful track record in management including finance, human resources, budgeting, contract administration, and strategic planning
- Knowledge of the roles and interests of federal, state and local government agencies, non-profits, and stakeholders in the uses of land and watersheds in California
- Demonstrated skill as a leader who has the ability to motivate others and lead successful collaborative efforts
- Experience working with boards of directors
- Ability to craft a successful planning process inclusive of local and state-wide public interests
- Experience leading an effective and cohesive team of staff and independent contractors
- Experience with urban park planning and projects
- Experience with youth recreation programs and wilderness education programs
- Knowledge of natural, recreation and business uses of the watersheds where the lands are located
- Knowledge of California urban park and recreation needs
- Knowledge of federal, California, and local land use laws and regulations
- Knowledge of basic financial and accounting principles
- Ability to manage a variety of contracts, including those for legal and accounting services



## COMPENSATION

Competitive non-profit executive salary with benefits commensurate with experience and salary history.

## APPLICATION PROCESS AND RECRUITMENT SCHEDULE

The final filing date is **Friday, November 12, 2004**. To be considered for the position, please submit a cover letter with current resume, salary history, and five work-related references to:



John Shannon  
CPS Executive Search  
241 Lathrop Way • Sacramento, CA 95815  
916 263-1401 • Fax 916 561-7205  
Email: [resumes@cps.ca.gov](mailto:resumes@cps.ca.gov)  
Web: [www.cps.ca.gov/search](http://www.cps.ca.gov/search)

The schedule for the balance of the recruitment process is as follows:

- Search Committee selects semi-finalists (six to eight candidates) by November 24<sup>th</sup>
- Search Committee interviews semi-finalists by December 8<sup>th</sup>
- Stewardship Council interviews top two or three candidates by December 10<sup>th</sup>
- Stewardship Council announces appointment by December 17<sup>th</sup>

The Pacific Forest and Watershed Lands Stewardship Council welcomes all qualified candidates for consideration. The Council reserves the right to extend, modify or discontinue this recruitment effort. The Council is an equal opportunity employer to all regardless of race, color, creed, national origin, ancestry, gender, age, marital status, disability, religious or political affiliation, or sexual orientation.

